Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Army (and below)

For 4th Quarter 2016 for period ending September 30, 2016

This report is based on the Complaint Against hierarchy.

			Cor	nparati	ve Data	ì
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru09-30
	2011	2012	2013	2014	2015	201011111u09-30
Number of Complaints Filed	1283	1226	1144	1267	1273	1246
Number of Complainants	1205	1157	1065	1206	1210	1161
Repeat Filers	65	62	66	57	55	69

Complaints by Pasis			Com	parativ	ve Data	l
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	506	482	456	474	503	485
Color	118	106	106	117	157	153
Religion	50	44	52	48	66	42
Reprisal	528	504	488	501	575	582
Sex	489	460	406	504	489	462
PDA	0	0	1	4	0	0

National Origin	144	138	148	124	150	118
Equal Pay Act	0	4	1	2	3	1
Age	332	336	314	333	350	320
Disability	315	342	348	408	346	379
Genetics	0	3	2	4	0	2
Non-EEO	31	29	31	36	32	41
G a laiste la la			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	77	84	62	79	101	104
Assignment of Duties	122	106	144	135	131	99
Awards	20	26	29	18	39	27
Conversion to Full-time	2	0	0	1	0	1
Disciplinary Action						
Demotion	0	5	1	3	6	2
Reprimand	122	127	136	132	112	45
Suspension	67	62	59	65	66	73
Removal	33	25	33	34	28	50
Disciplinary Warning	76	89	75	91	82	83
Duty Hours	16	23	27	20	17	19
Evaluation Appraisal	141	132	144	145	152	142
Examination/Test	6	5	2	6	3	3
Harassment						
Non-Sexual	482	490	511	576	594	589

Sexual		67	63	56	72	53	30
Medical Examination		9	12	7	5	4	5
Pay (Including Overtime)		51	46	44	49	48	28
Promotion/Non-Selection		207	174	160	163	198	187
Reassignment							
Denied		10	17	15	17	13	15
Directed		40	48	39	37	39	43
Reasonable Accommodation Disability	On	90	86	89	81	107	100
Reinstatement		2	0	2	0	3	1
Religious Accommodation		0	0	0	0	0	0
Retirement		20	13	10	6	11	3
Sex-Stereotyping		0	0	0	0	0	3
Telework		0	0	0	0	2	11
Termination		133	133	119	89	87	83
Terms/Conditions of Empl	oyment	107	135	121	133	128	120
Time and Attendance		81	68	83	86	68	76
Training		57	41	49	42	42	50
Other							
Other		31	22	14	19	28	0
			Co	mpar	ative I) Oata	
Processing Time]	Previou	s Fisca	l Yea	r Data		2016Thru09-
	2011	2012	201	3 2	2014	2015	30
Complaints pending during	g fiscal ye	ear					
Average number of days in investigation	234.54	258.31	280.4	48 2	12.72	200.85	208.63

54	4.3	8	70	.92	74	1.93	144	4.18	154	4.5	260	.54							
fisc	cal	yea	ar w	here	hea	ring v	vas 1	eque	sted										
24	17.5	58	262	2.92	28	6.47	212	2.56	199	0.64	209	.90							
	30		44	1.4	39	9.42	80	.81	78.	.69	127	.20							
fiso	cal	yea	ar w	here	hea	ring v	vas 1	ot re	ques	ted	-								
1	193	3	257	7.26	26	57.8	210	0.81	207	.01	205	.94							
59	9.5	4	110).66	13	0.39	225	5.54	262	2.39	428	.72							
Comparative Data																			
by Previous Fiscal Year Data 2016Thru09-										nru09-									
2011 2012 2013 2014 2015 30																			
ed		3	11	23	34	237	,	224	20	02	17	7							
or to)	37	.09	43.	69	48.4	5 3	6.75	43	.96	89.	19							
ıpla	int	ts V	Vith	dra	wn l	y Co	mpl	aina	nts										
wn		1	44	10	00	122	,	111	10)5	11	8							
						Comp	para	tive l	Data										
Duavious Figaal Vaan Data										2016T									
]	Prev	710US	, 1 10	cai i	cai	Data	•		2011 2012 2013 2014 2015 2016 In do								
20	—)11								1	15	4	hru09- 0							
20	011								1	15 %	4								
		ó	201	12	20)13	20	14	20		3	0							
#		ó	20 1	12	2 0)13	20	14	20		#	0							
	g fisc g fisc g fisc by	g fiscal 247.5 30 g fiscal 193 59.5 by ed or to	247.58 30 30 3193 59.54 by 20 ed 3 or to 37 inplaints V	g fiscal year w 247.58 262 30 44 g fiscal year w 193 257 59.54 110 by	g fiscal year where 247.58 262.92 30 44.4 g fiscal year where 193 257.26 59.54 110.66 by Previous 2011 20 ed 311 23 or to 37.09 43. cor to 37.09 43. cor to 144 10 cor to 144 1	g fiscal year where hear 247.58 262.92 28 30 44.4 39 g fiscal year where hear 193 257.26 26 59.54 110.66 13 by	247.58 262.92 286.47 30 44.4 39.42 39.54 110.66 130.39 257.26 267.8 59.54 110.66 130.39	247.58 262.92 286.47 212 30	247.58 262.92 286.47 212.56 30 44.4 39.42 80.81 193 257.26 267.8 210.81 59.54 110.66 130.39 225.54	247.58 262.92 286.47 212.56 199 30	Second S	247.58 262.92 286.47 212.56 199.64 209 30							

Findings of					C	ompa	arati	ve D	ata			
Discrimination Rendered by Basis			Pre	vious	Fisc	al Ye	ear I)ata			2016T	hru09-
Note: Complaints can	2	011	20)12	20	13	20	14	20	15	3	0
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		10		11		14		10		12	
Race	2	29	3	30	4	36	2	14	0	0	0	0
Color	0	0	0	0	0	0	2	14	0	0	0	0
Religion	0	0	1	10	0	0	1	7	0	0	0	0
Reprisal	4	57	7	70	4	36	6	43	7	70	5	42
Sex	2	29	1	10	1	9	2	14	1	10	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	10	0	0	2	14	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	20	3	27	0	0	0	0	1	8
Disability	0	0	1	10	2	18	4	29	3	30	4	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	14	0	0	0	0
Findings After Hearing	6		8		9		9		6		5	
Race	2	33	2	25	4	44	1	11	0	0	0	0
Color	0	0	0	0	0	0	2	22	0	0	0	0
Religion	0	0	1	13	0	0	1	11	0	0	0	0

Reprisal	4	67	5	63	3	33	5	56	4	67	1	14
Sex	1	17	1	13	1	11	1	11	1	17	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	11	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	25	3	33	0	0	0	0	0	0
Disability	0	0	1	13	1	11	1	11	2	33	1	14
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	2	22	0	0	0	0
Findings Without Hearing	1		2		2		5		4		7	
Race	0	0	1	50	0	0	1	20	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	2	100	1	50	1	20	3	75	4	57
Sex	1	100	0	0	0	0	1	20	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	1	20	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	14
Disability	0	0	0	0	1	50	3	60	1	25	3	43
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

					C	ompa	arati	ve D	ata			
Findings of			Pre	vious	Fisc	al Ye	ear E	ata			2016T	hru09-
Discrimination Rendered by Issue	2	011	20)12	20	13	20	14	20	15	3	0
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		10		10		14		10		12	
Appointment/Hire	0	0	0	0	0	0	1	7	0	0	1	8
Assignment of Duties	0	0	0	0	0	0	0	0	1	10	0	0
Awards	0	0	0	0	0	0	0	0	1	10	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											-	-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	10	0	0	1	10	0	0
Suspension	0	0	0	0	1	10	0	0	0	0	1	8
Removal	0	0	0	0	0	0	0	0	1	10	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	10	0	0	1	7	0	0	0	0
Evaluation Appraisal	0	0	1	10	0	0	1	7	0	0	0	0
Examination/Test	0	0	0	0	1	10	0	0	0	0	0	0
Harassment												
Non-Sexual	4	80	6	60	1	10	7	50	3	30	3	25
Sexual	0	0	0	0	0	0	1	7	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0

Promotion/Non- Selection	1	20	0	0	4	40	1	7	1	10	0	0
Reassignment											-	-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	7	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	10	1	7	1	10	3	25
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	2	20	2	20	1	7	2	20	0	0
Terms/Conditions of Employment	0	0	0	0	1	10	0	0	0	0	3	25
Time and Attendance	0	0	0	0	1	10	0	0	0	0	1	8
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	2	14	0	0	0	0
Findings After Hearing	4		8		8		9		6		5	
Appointment/Hire	0	0	0	0	0	0	1	11	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action			-		-	-		-		-		

	1	I	1		1	1		1				I
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	17	0	0
Suspension	0	0	0	0	1	13	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	17	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	13	0	0	1	11	0	0	0	0
Evaluation Appraisal	0	0	1	13	0	0	1	11	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	75	4	50	1	13	4	44	1	17	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	1	25	0	0	4	50	1	11	1	17	0	0
Reassignment			ı	1	ı	1	ı		ı		ı	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	13	0	0	1	17	1	20
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	2	25	2	25	1	11	2	33	0	0
Terms/Conditions of Employment	0	0	0	0	1	13	0	0	0	0	1	20
Time and Attendance	0	0	0	0	1	13	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	2	22	0	0	0	0
Findings Without Hearing	1		2		2		5		4		7	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	14
Assignment of Duties	0	0	0	0	0	0	0	0	1	25	0	0
Awards	0	0	0	0	0	0	0	0	1	25	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	50	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	14
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	1	50	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	2	100	0	0	3	60	2	50	3	43
Sexual	0	0	0	0	0	0	1	20	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Total Complainants				382	446	6	00	748	8	392	10	91
Total complaints from priscal Years	previ	ous		414	494	6	61	824	9	96	12	22
				2011	2012	20)13	2014	2	015	3	U
Pending Complaints Previous Fiscal Years			s	Pro	evious	Fise	cal Y	Year 1	Data	ì	2016T	
			Ţ			(Com	parat	ive	Data	1	
Other	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	14
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	2	29
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	20	0	0	2	29
Directed	0	0	0	0	0	0	1	20	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0

Investigation	22	36	28	21	25	48
ROI issued, pending Complainant's action	6	21	19	12	19	32
Hearing	357	399	569	647	726	899
Final Agency Action	29	38	45	144	226	243
Appeal with EEOC Office of Federal Operations	*	*	229	241	221	186
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-
	2011	2012	2013	2014	2015	30
Pending Complaints Where Investigations Exceed Required Time Frames	120	232	146	65	32	47